

# 2017 Gender Pay Gap Report

NELFT provides an extensive range of integrated community and mental health services for people living in the London boroughs of Barking & Dagenham, Havering, Redbridge and Waltham Forest and community health services for people living in the south west Essex areas of Basildon, Brentwood and Thurrock. We provide an Emotional Wellbeing Mental Health Service for children and young people across the whole of Essex. We are the provider of all age eating disorder services and child and adolescent mental health services across Kent and Medway. With an annual budget of £355 million, we provide care and treatment for a population of circa 2.15 million. We employ approximately 6,000 staff work across 210 bases in London, Essex, Kent and Medway.

This gender pay gap report is based on Data as at 31<sup>st</sup> of March 2017. This report is in line with the Equality Act 2010 regulations. 5597 employees' data was categories as "relevant employees" and used in reporting the gender ay pay and the hourly pay gap statistics.

Legislation has made it a statutory obligation for organisations to report annually on their gender pay gap. NHS organisations are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March 2018 (and then annually), including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

This report sets out:

- The reporting requirements for the gender pay gap
- Provides additional data where appropriate
- Provides some analysis to identify the gender pay gap, and
- Possible reasons for the gender pay gap.

## 1. Gender Pay Gap

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women, i.e. the hourly gap divided by the average for men equates to the mean gender pay gap.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

	Mean (Average Average)	Median (middle value)
<b>Pay</b>	41%	15.4%

At 41.0%, the mean gender pay gap for NELFT is significantly above the figure for organisations in the same sector and it is significantly above the figure for organisations with a similar financial turnover and significantly above organisations that have a similar number of employees.

At 15.4%, the median gender pay gap for NELFT is broadly in line with the figure for organisations with a similar financial turnover and significantly above organisations that have a similar number of employees.

## 2. Hourly rate

	Mean		Median	
	Male	Female	Male	Female
<b>Pay</b>	£29.80	£17.59	£16.76	£14.18

The mean hourly rate for women is significantly lower than males; however, the median hourly rate is significantly in line with the pay for men, although slightly higher for males than females.

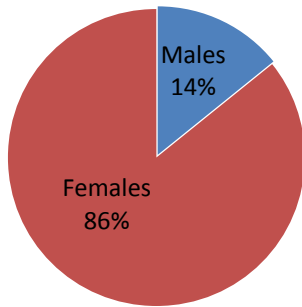
## 3. Bonus

Within the Gender pay Gap Regulations, 'bonus pay' means any remuneration that is the form of money relating to profit sharing, productivity, performance, incentive or commission. It is clear within the regulations that bonus pay does not include ordinary pay, overtime pay, and redundancy pay or termination payments. The Trust does not have a policy on granting staff Bonus, therefore this standard does not apply to NELFT NHS Foundation Trust.

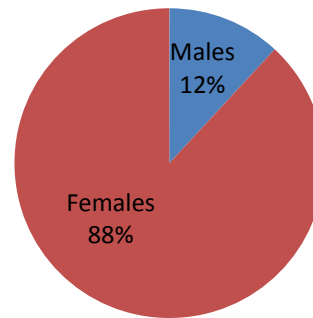
## 4. Gender Pay Quartiles

Pay quartiles are pay bands for staff from the lowest paid to the highest paid. Eligible employees are allocated into pay band quartiles by way of rankings based on their hourly rate of pay. Where there are ranking ties the mean quartile band has been assigned to all tied individuals.

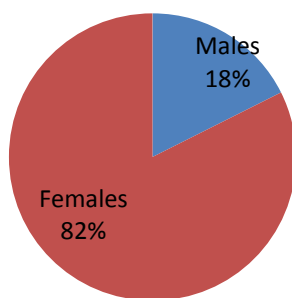
### Lower Quartile (Band A) Lowest



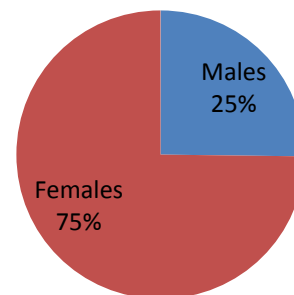
### Lower Middle (Band B)



### Upper Middle (Band C)



### Upper Quartile (Band D) Highest



The quartile figures indicate the following:

- At band A which is the lowest banding, indicates 86% are females and 14% are males on this pay band.
- At Band B, which is above the lower quartile, indicate that 88% are females and 12% are males.
- At Band C, which is above the median but below the upper quartile, indicates that 82% are females and 18% are males.
- The highest banding: which is above the upper quartile, indicates that 75% are females and 25% are males.

The % of females is high in all Quartiles, as 83% of the workforce in NELFT is women compared to 17% of men.

## 5. Circumstances that Impact on the Gender Pay

Agenda for Change (AfC) is negotiated nationally by the NHS Staff Council, led by NHS Employers. The national NHS Staff Council has overall responsibility for the AfC pay system and has representatives from both employers and trade unions. AfC provides the framework for pay arrangements which are in place at NELFT. Typically, AfC terms and conditions apply to nursing,

allied health professionals and administration and clerical staff, which are the majority of the workforce.

Where appropriate, locally agreed policies may supplement AfC arrangements, such as:

- Family friendly policies
- Evaluating job roles and pay grades as necessary to ensure a fair structure starting salaries policy

Medical and Dental Staff are employed on national Terms and Conditions of Service (TCS) and pay arrangements. These pay arrangements are negotiated nationally on behalf of employers by NHS Employers with the NHS trade unions. These terms and conditions include all Consultants, Medical and Dental staff and Doctors in Training.

Personal Salaries and Chairs and Non-Executive Directors (NEDs)

As a NHS Foundation Trust, NELFT is free to determine its own rates of pay for its very senior staff and the Trust Chair and NEDs. Personal salaries include Chief Executives, Executive Directors and other senior managers with board level responsibility who report directly to the Chief Executive. This category also includes apprenticeships and those with short term contracts.

### 5.1. Staffing by Sex

83% of NELFT's workforce is women compared to 17% of males.

	Total No.	%
Females	4678	83.2
Males	943	16.8
	5621	

### 5.2. Staffing by Sex and Race

Recent reports including, Racism at Work and gender pay reports from BBC and supermarkets such as Tesco and Sainsbury, indicate a link between gender pay and race. Black and ethnic minority staffs are more than likely to see the impact of gender pay when compared to White groups because of their race, and that these two protected characteristics should not be reported in isolation.

Ethnicity	Total No	%	Total No	%
	Males		Females	
White	432	46.3	3124	66.8
Mixed	18	1.9	101	2.2
Asian	189	20.2	407	8.7
Black	222	23.8	835	17.8
Other	46	4.9	89	1.9
Not stated	36	3.9	122	2.6
Total No	943		4678	

53.7% of Male staff are from ethnic minority groups, compared to 46.3% of White groups. 33.2% of females are from ethnic minority groups compared to 64% from White groups.

	White		Mixed		Asian		Black		Other		Not Stated		Total No	White	BME
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females			
Consultants	37	37	2	2	44	54	17	8	11	7	16	8	243	74	169
Band 2	23	143	1	2	14	17	21	54	7	11	7	3	303	166	137
Band 3	52	658	5	14	19	77	27	109	2	12	1	14	990	710	280
Band 4	33	461	1	11	2	46	9	66	1	2	14	10	656	494	162
Band 5	39	386	1	21	20	53	39	206	5	11	3	16	800	425	375
Band 6	79	597	4	22	34	61	60	238	14	28	6	39	1182	676	506
Band 7	86	552	4	17	40	56	31	115	2	13	5	18	939	638	301
Band 8a	47	174	0	6	4	21	9	24	2	4	2	6	299	221	78
Band 8b	25	59	0	4	3	7	3	7	1	0	1	5	115	84	31
Band 8c	2	25	0	2	1	7	2	3	0	0	0	0	42	27	15
Band 8d	3	11	0	0	1	1	1	0	0	0	0	1	18	14	4
Band 9	1	2	0	0	0	0	0	0	0	0	0	0	3	3	0
Personal	23	18	0	0	3	2	0	2	1	0	3	2	54	41	13

The highest number of staff is at Bands, 6, followed by Band 7s, and Band 3. Band 2 is the lowest paid staff. The highest % of BME staff are those from the medical profession.

### 5.3. Total number of staff on Maternity/Paternity Leave

Assignment Status by	Males	%	Females	%
Acting Up	4	0.4	41	0.9
Active Assignment	919	97.5	4436	94.8
Career Break	2	0.2	5	0.1
Inactive Not Worked	1	0.1	5	0.1
Internal Secondment	15	1.6	49	1.0
Maternity & Adoption	1	0.1	125	2.7
Suspend No Pay	1	0.1	17	0.4
	943		4678	

A total number of 125 females were on maternity leave at the time of the gender pay reporting, and 1 male was recorded to have taken Paternity leave. The trust is required to report both on maternity and paternity leave to meet compliance with the Equality Act 2010. The impact of gender pay in this instance is higher for women than it is for men.

### 5.4. Pay scales

Band 2	£15,404 - £18,157
Band 3	£16,968 - £19,852
Band 4	£19,409 - £22,683
Band 5	£22,128 - £28,746
Band 6	£26,565 - £35,577
Band 7	£31,696 - £41,787
Band 8a	£40,428 - £48,514
Band 8b	£47,092 - £58,217
Band 8c	£56,665 - £69,168
Band 8d	£67,247 - £83,258
Band 9	£79,415 - £100,431
Personal	lowest pay £10K
	highest pay: over £100k
Consultants	£27,350 - £102,465

### Personal Salaries break down:

		Females	males
WQ00	(ICD Directorates)	15	6
CQ00	Apprenticeship/ NEDS	9	4
MQ00	(Medical )	6	1
<b>Head count</b>		<b>30</b>	<b>11</b>

NELFT has a high number of female staff when compared to men within the higher banding and pay, not including the apprentices and the Non-Executive directors and the Chair of the Trust.

### 5.5. Working Patterns

	Males	%	Females	%
Full Time	818	86.7	2655	56.8
Part Time	124	13.1	2019	43.2
Undefined	1	0.1	4	0.1
Total Number	<b>943</b>		<b>4678</b>	

43.2% of the women in NELFT work Part-time compared to 13% of men. 57% of women work full time compared to 86% of men.

## 6. Commentary

- NELFT's mean gender pay gap is significantly above the whole sample figure which is 18%.
- The hourly rate difference is significantly higher for males at £29.80 per hour compared to £17.59 for females.
- At 15.4% the median gender pay gap for NELFT is broadly in line with the whole sample figure, in fact rates better than the ONS at 18.1%.
- The median hourly rate for males is £16.76 and females are £14.18.
- In terms of Band A to D gender pay quartiles, there seems to be an increase for males from those at Bands A from 194 to Band D at 344 and for females there seems to be even patterns at all levels.
- The Trust has a higher number of females on personal salaries when compared to males.

## 7. Actions

- ✚ **Carry out an Equal Pay Audit in 2018/19** (Banding and pay scale) to include the following:
  - Review how salary scale pays are agreed at time of recruitment. Could these be gender or race biased?
  - Do men and females doing the same roles (bands) receive the same rates?
  - How quickly do men and women progress through salary bands?
  - Explore why there is such a huge difference in mean hourly rates for women and men?
  - What % of women work part time? Flexible hours?

- ✚ Regular monitoring and reviews of pay and progression (quarterly monitoring)
- ✚ Training appointing managers in non-discriminatory recruitment process
- ✚ Gender pay gap report in 2019.
- ✚ Publish the report on the Trust web on an annual basis.

Agreed and signed by:



**Harjit K Bansal**  
Equality and Diversity Manager



**Bob Champion**  
Executive Director of Workforce & OD

Dated: 13<sup>th</sup> March 2018